

49/WRM/dh  
12532/2  
21 Apr 1971

SECOND ENDORSEMENT on Dir, Utilities Div memo 15F/BLL/hp  
12532 of 25 Feb 71

From: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune,  
North Carolina  
To: Base Maintenance Officer  
Subj: Additional pay assignment; request for  
Ref: (b) FPM Supplement 532-1, S8-7, Appendix J

1. Returned.

2. The request for payment of environmental differentials has been reviewed in light of reference (b). Certain work situations are considered to warrant payment of environmental differential; other situations do not. Likewise, in some situations an environmental differential is payable to employees in certain classifications but not in others. As a convenience, each situation is identified and discussed in the same sequence as it appears in the basic correspondence.

✓ a. Dirty Work

(1) Steam Generation Branch

Approved for the situations described except for employees in the ratings of Boilermaker or Boilermaker Leader when engaged in cleaning boilers and closely related tasks.

(2) Sewage Treatment Plant

Approved only for Welders when engaged in repair work of the type described.

(3) Cold Storage Branch

Approved only for Refrigeration Mechanics and Refrigeration and Air Conditioning Plant Operators.

✓ b. High Work

(1) Steam Generation Branch

Approved only for employees working from a swinging stage, boatswain chair, or similar support for which there are not adequate guard rails or other similar protective facilities.

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c. Cold Work

(1) Steam Generation Branch

Disapproved in that the work is not performed in "climate controlled areas where the employee is subjected to temperatures at or below freezing."

(2) Water Treatment Branch

Disapproved for the reasons cited above.

d. Poison-Toxic Chemical

(1) Water and Sewage Treatment Branch

Disapproved in that protective devices are available for use.

(2) Water Treatment Branch

Disapproved for the reasons cited above.

e. Hot Work

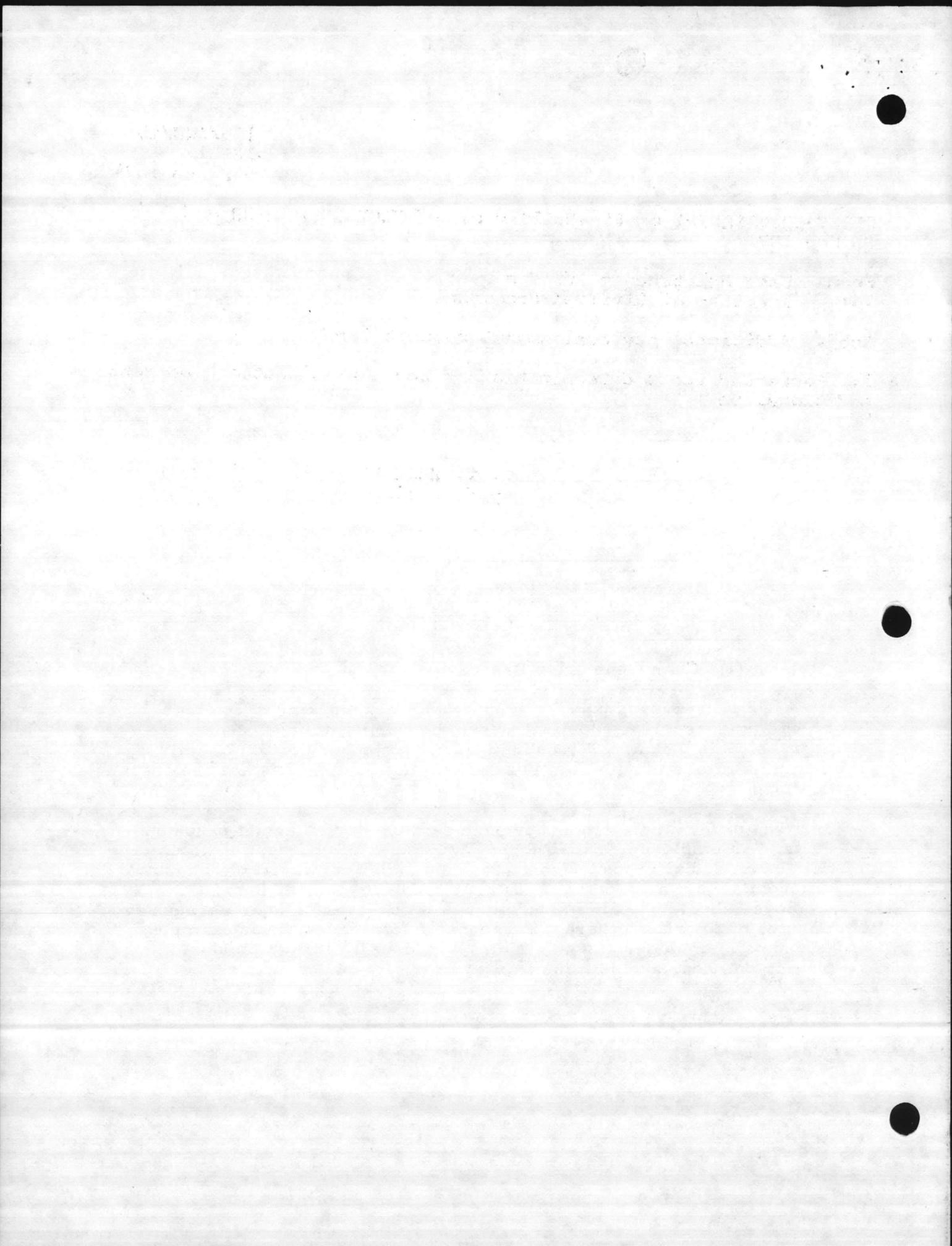
(1) Steam Generation Branch

Approved only for employees when working in confined spaces (underscoring supplied) where the temperature exceeds 110 degrees. In other areas, such as around the upper portion of boilers, the temperature may exceed 110 degrees but the space is not considered confined.

3. The differentials cited above are paid only on an actual exposure basis. An employee entitled to an environmental differential which is paid on an actual exposure basis shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee should be paid in increments of one-quarter hour for each 15 minutes and portions thereof in excess of 15 minutes. For example, exposure of one hour and 20 minutes would entitle the employee to extra pay for one hour and 30 minutes.

A. I. PAGF

Copy to:  
Civil Payroll



15A/AKM/ib  
12531  
3 March 1971

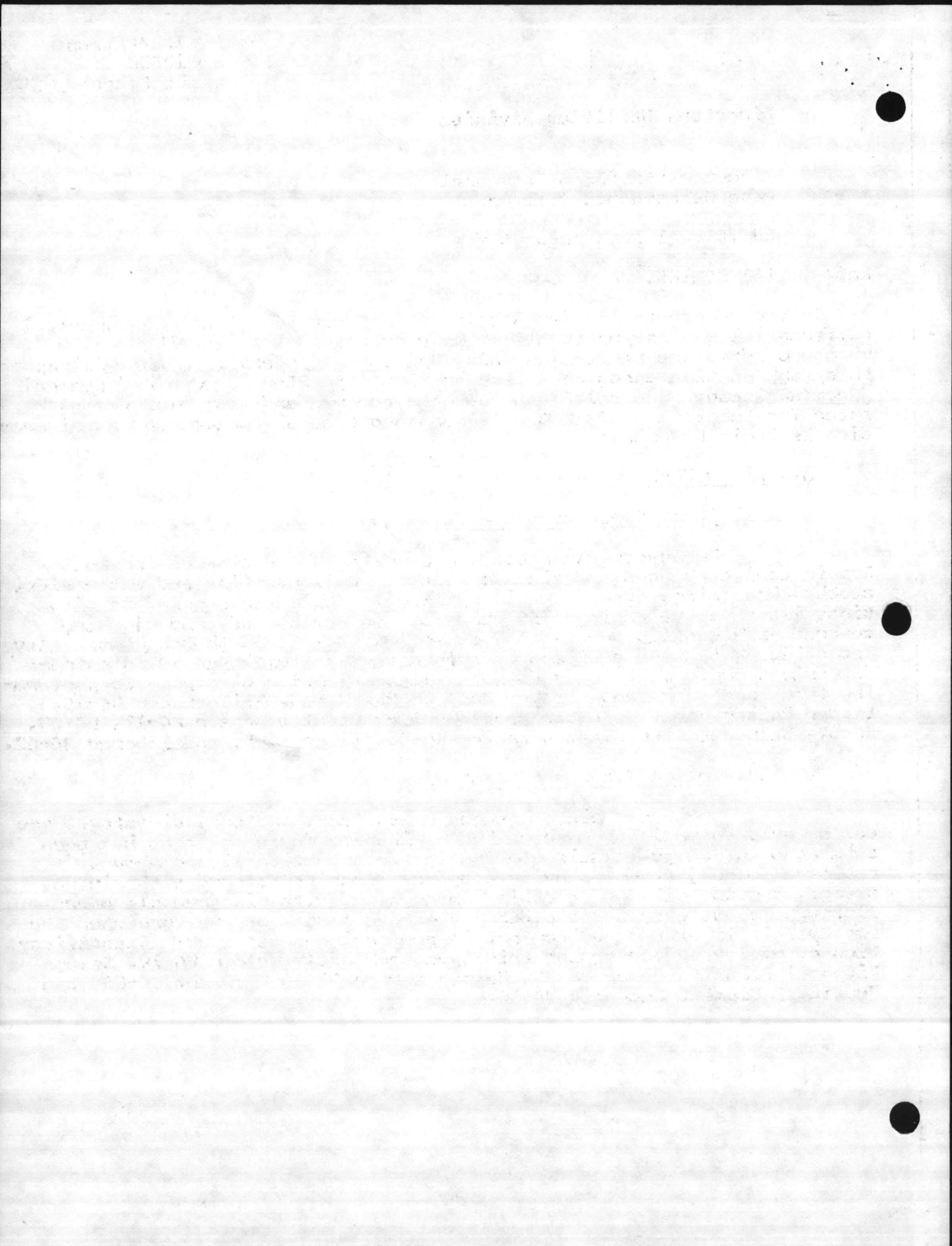
FIRST ENDORSEMENT on Dir, Util Div memo 15E/BLL/hp 12532 dtd  
25 Feb 1971

From: Base Maintenance Officer  
To: Director of Civilian Personnel

Subj: Additional pay assignment; request for

1. Forwarded for a determination if the work situations warrant  
additional pay.

A. K. MAREADY  
By direction



Director, Utilities Division

Via: Director, Civilian Personnel  
Base Maintenance Officer

Additional Pay; request for

Ref: (a) B0 12532/2

1. In accordance with reference (a) it is requested that environmental differential pay be approved for the work situations described below when employees are performing this type work. Supervisors who will approve this work on time cards are: Boiler Plant Operator Foreman and General Foreman, Sewage Disposal Plant Operator Foreman and General Foreman, Water Treatment Plant Operator Foreman and General Foreman and Refrigeration Mechanic Foreman.

a. Dirty Work

{1} Steam Generation Branch

Employees clean coal, grease, oil, and cinders from pits. Repair coal conveyors and elevators, clean boilers, fire and water side, stacks, breaching, ducts and oil spillage. While working in the situations listed above employee is subjected to having body and clothing covered with coal, cinders, sludge, scale, etc. Even though boots, gloves and other protective equipment are furnished the employee is in extreme discomfort performing their duties. Classification of employees performing this type work are: Leader Boilermaker WL-10, Boilermaker WG-10, Leader Boiler Plant Operator WL-11, Boiler Plant Operator WG-11, WG-09, WG-07, Helper Boiler Plant Operator WG-05, Oiler WG-06 and Laborer WG-02.

{2} Sewage Treatment Plant

Employees clean sewage pumps, tanks, motors, digesters, wet wells, grit channels and sludge beds. Repairs equipment that has been submerged in sewage. While working in the situation listed above, employee is subjected to having body and clothing covered with sludge, sewage, grease, oil, and clothing impregnated with disagreeable odors. Although boots, gloves and other protective equipment are furnished the employee is in extreme discomfort in performing their work. Classification of employees performing this type work are: Welder WG-10, Sewage Disposal Plant Operator WG-09, Helper Sewage Disposal Plant WG-05, and Pumping Equipment Mechanic WG-10.



Subj: Additional Pay; Request for

{1} Cold Storage Branch

Employees repair insulation on cooling and refrigerant lines using sticky emulsion type asphalt and erection plastic. Employee is subjected to having body and clothing covered with sticky asphalt and plastic. This substance is very hard to remove during cleaning up periods and makes it a discomfort to the employee performing their work. Classification of employees performing this type work are: Refrigeration & A/C Plant Operator WG-08, Refrigeration & A/C Mechanic WG-10.

b. High Work

{1} Steam Generation Branch

Employees work from a swinging stage while making repairs inside boilers (approx. height 60 to 70 ft.), and boatswain chair or similar support working inside boiler or coal elevators (approx. 40 to 60 ft.). The close working area from this height is very dangerous where coal dust, grease and cinders are involved. Classification of employees performing this type work are: Leader Boilermaker WL-10, Boilermaker WG-10, Leader Boiler Plant Operator WL-11, Boiler Plant Operator WG-11, 09 and 07, Helper Boiler Plant Operator WG-05, Oiler WG-06 and Laborer WG-02.

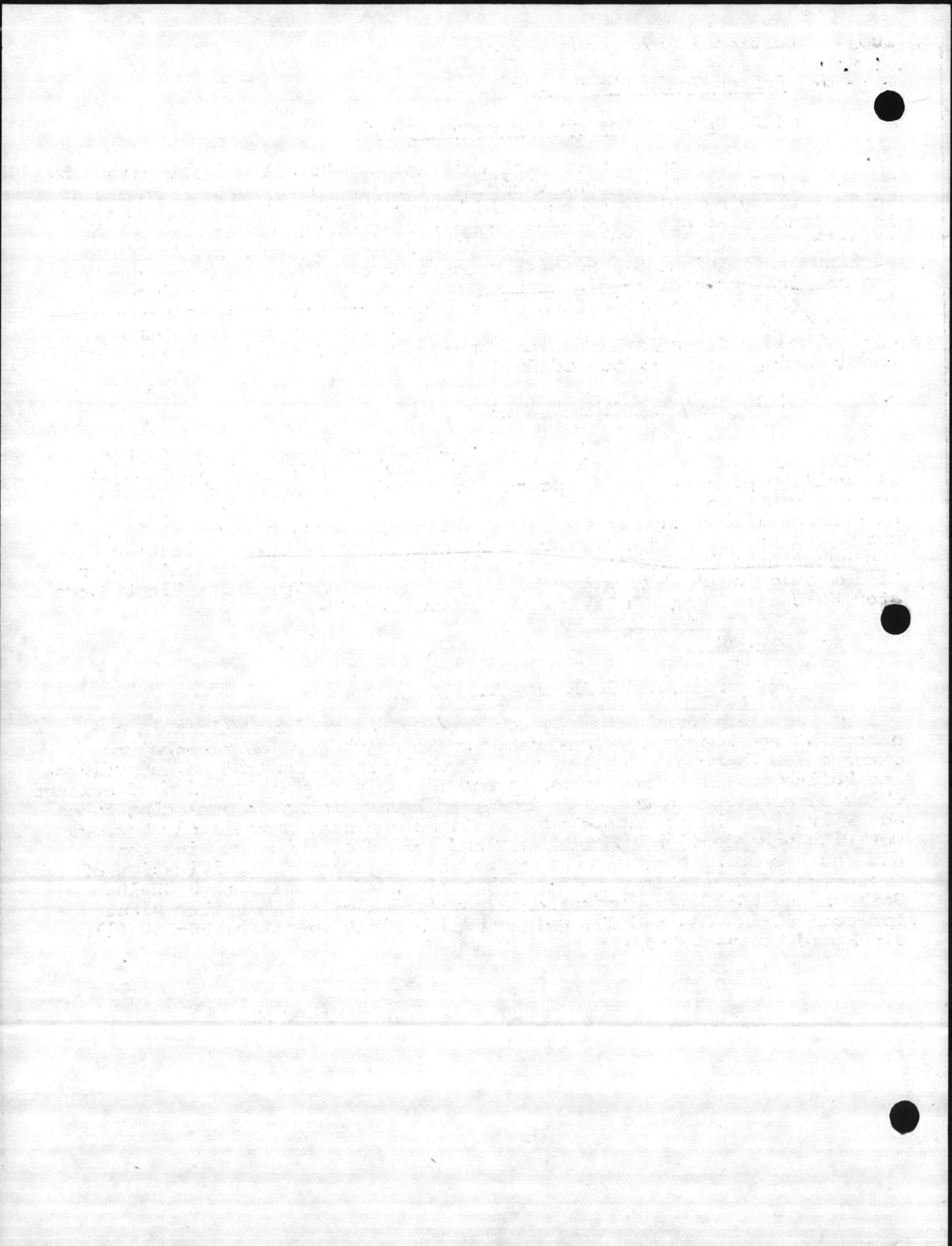
c. Cold Work

{1} Steam Generation Branch

Employees operate coal conveying equipment in weather conditions below 32 degrees. They are subjected to rain, ice, snow, wind and slippery conditions. Boots, gloves, rubber rain suits and other protective equipment are furnished but working in extreme cold weather makes it uncomfortable for employees to perform their work. Classification of employees performing this type work are: Coal Handling Equipment Operator WG-06, Oiler WG-06, Laborer WG-02 and Boiler Plant Operator WG-11, 09 and 07.

{2} Sewage Treatment Branch

Employees draw sludge, wash and clean primary settling tanks in weather conditions below 32 degrees and are subjected to rain, ice, snow, wind and slippery conditions. Boots, gloves, rain suits and other protective equipment are furnished but working in extreme cold weather makes it uncomfortable for employees to perform their work. Classification of employees performing this type work are: Welder WG-10, Sewage Disposal Plant Operator WG-09, Helper Sewage Disposal Plant Operator WG-05 and Pumping Equipment Mechanic WG-10.



d. Poison-Toxic Chemical

{1} Water & Sewage Treatment Branch

Employees transport chlorine gas to all utility plants by means of U.S.M.C. Government vehicle. A hazardous situation exists as vehicle carrying chlorine gas could become involved in an accident causing cylinders of gas to rupture or break. Employee makes repairs to chlorine and sewage gas feed lines with danger of leaks and breaking of lines and equipment. Protective gear is available such as, goggles and respirators however, it is impractical to use this gear when driving a vehicle. Classification of employees used in this type work are: Sewage Disposal Plant Operator UG-09, Water Treatment Plant Operator UG-10, Helper Water Treatment and Sewage Disposal Plant Operator UG-05, and Swimming Pool Operator UG-05.

{2} Water Treatment Branch

Employees handle and transport soda ash, alum, copper, sulfite, acid, lime and other toxic chemicals by U.S.M.C. vehicle to all utility plants. The toxic chemicals being transported by vehicle are subjected to breakage or spillage due to an accident. Protective gear is available such as, goggles and respirators, however it is impractical to use this gear when driving a vehicle. Classification of employees used in this type work are: Water Treatment Plant Operator UG-10, Swimming Pool Operator UG-05, Helper Water Treatment Plant Operator UG-05, and Pumping Equipment Mechanic UG-09.

e. Hot Work

{1} Steam Generation Branch

Employee works in confined spaces inside boilers in replacement and repair of fire, water and air tubes where temperature exceeds 110 degrees. Repair soot blowers, non-return and safety valves, and boiler auxiliary equipment in and around the upper portion of boilers where temperatures exceed 110 degrees. In repairing or replacing tubes and valves in the above listed situations the body immediately becomes wet with perspiration and with wet and soiled clothing working conditions are an extreme discomfort to the employee. Classification of employees used in this type of work are: Leader Boilermaker UG-10, Boilermaker UG-10, Leader Boiler Plant Operator UG-11, Boiler Plant Operator UG-11, U9, and U7, Helper Boiler Plant Operator, UG-05, Oiler UG-05 and Laborer UG-02.

J. E. HERNDON

